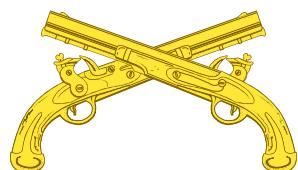
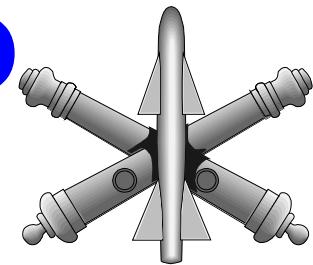
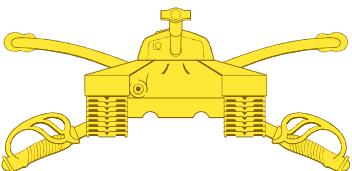
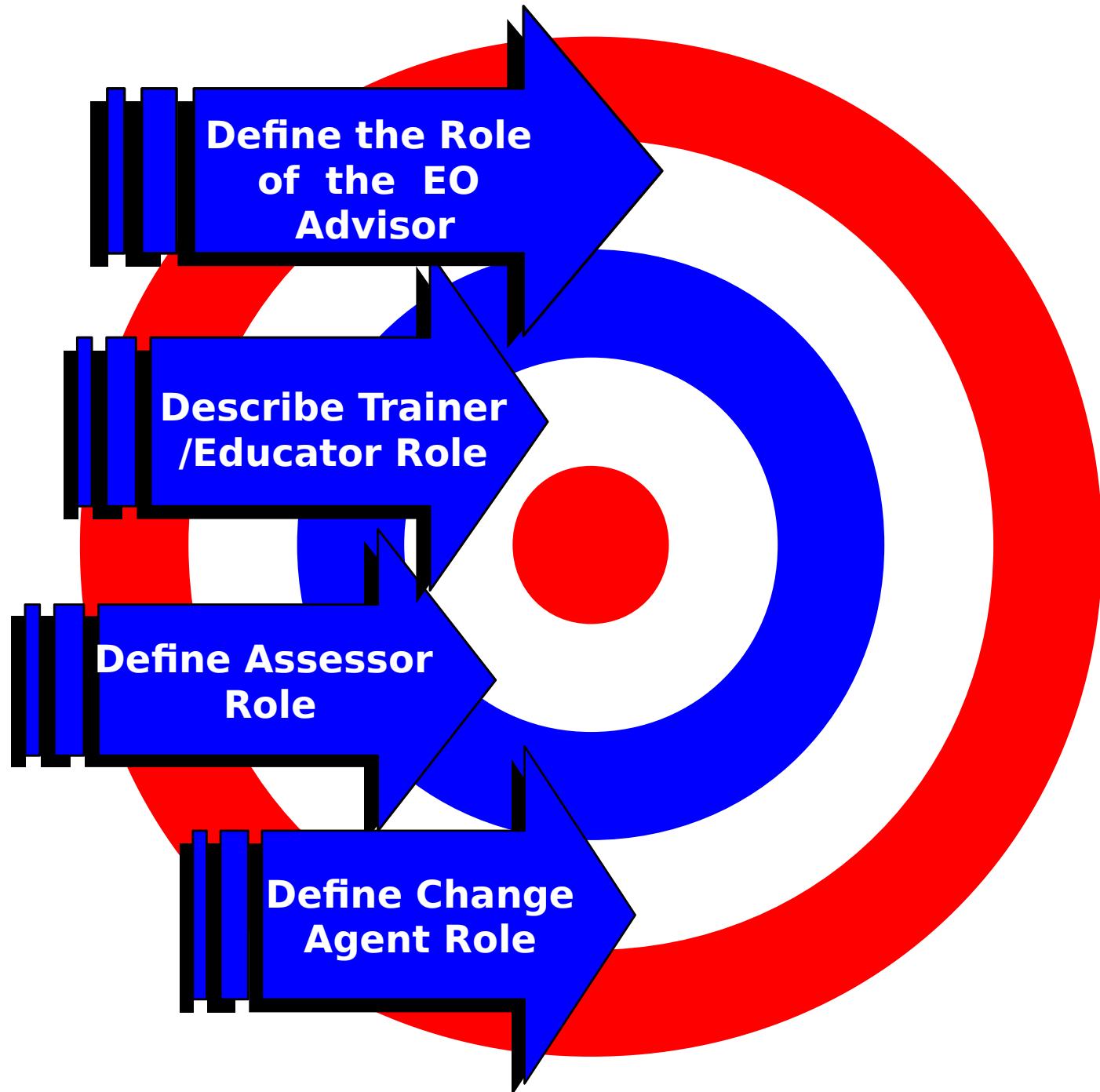


# **ROLE OF THE EQUAL OPPORTUNITY ADVISOR (EOA) & EQUAL OPPORTUNITY REPRESENTATIVE (EOR)**



# O v e r v i e w



# Role of the Equal Opportunity Advisor (EOA)

The EOA

is a:

Change  
Agent

ADVISOR

TRAINER/  
EDUCATOR

ASSESSOR



# **EOA DUTIES & RESPONSIBILITIES**



- Understand/articulate EO policies
- Recognize/assess discrimination
- Recognize all forms of sexual harassment
- Recommend remedies to discrimination and sexual harassment
- Collect/organize/interpret demographic
- Assist in development/monitoring of A



# **EOA DUTIES & RESPONSIBILITIES (Con't)**



- **Train EOR's**
- **Assist in evaluating unit training**
- **Organize/conduct EO/POSH training**
- **Conduct EO executive seminars**
- **Process complaints**
- **Provide advisory assistance on investigations**
- **Review EO investigative reports**



# **EOA DUTIES & RESPONSIBILITIES (Con't)**



- **Conduct follow-up assistance**
- **Assist in ethnic observances**
- **Maintain liaison with community organizations**
- **Assist in developing EO policy for units**
- **Conduct staff assistance visits**
- **Prepare QNSR report**



# EO RESPONSIBILITIES

TO ASSIST COMMANDERS  
AT THE BATTALION LEVEL  
AND BELOW IN CARRYING  
OUT THE EO PROGRAM  
WITHIN THEIR UNIT





# **EOR DUTIES AND RESPONSIBILITIES**



- ✓ ASSIST COMMANDERS IN RECOGNIZING DETRACTS FROM A HEALTHY EO CLIMATE
- ✓ ASSIST IN THE CONDUCT OF CLIMATE ASSESSMENTS
- ✓ PREPARING/ASSISTING IN CONDUCTING EO TRAINING
- ✓ MAINTAIN LIAISON WITH OTHER EOR'S AND WITHIN THE COMMUNITY



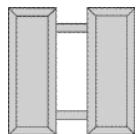
# **EOR DUTIES AND RESPONSIBILITIES**



- ✓ ASSIST IN PREPARING/CONDUCTING ETHNIC OBSERVANCES
- ✓ REFERRING COMPLAINANTS TO APPROPRIATE AGENCY/EOA
- ✓ EO RESOURCE PERSON



# CHAIN OF COMMAND EO RESPONSIBILITIES



- **UNIT CHAIN OF COMMAND**



- **NCO SUPPORT CHANNEL**





# EO MODEL



- ✓ **Leader involvement**
- ✓ **Training**
- ✓ **Assessments**
- ✓ **Staffing**
- ✓ **Complaint processing**
- ✓ **Affirmative actions**
- ✓ **Ethnic and special observan**

# S U M M A R Y

